2005-2006 Annual Report

Saskatchewan Human Rights Commission

Mission Statement and Goals

The Saskatchewan Human Rights Commission promotes and protects the individual dignity, fundamental freedoms and equal rights of all members of the human family.

The Commission's goals, derived from *The Saskatchewan Human Rights Code*, are to:

- Discourage and eliminate discrimination;
- Investigate and resolve discrimination complaints quickly and effectively;
- Support and seek remedies for individuals and groups who suffer discrimination;
- Promote, approve and monitor equity programs;
- Promote research and education strategies to advance the principles of equality and diversity, and to encourage understanding of human rights issues;
- Promote leadership on human rights related public policy development and implementation; and
- Promote advances in human rights legislation and protection.

106-07072/

Letter of Transmittal

July 2006

The Honourable Frank Quennell, Q.C.
Minister of Justice
Legislative Building
Regina, Saskatchewan
S4S 0B3

Dear Minister Quennell,

In accordance with section 49 of *The Saskatchewan Human Rights Code*, it is my privilege to submit to you the 2005-2006 annual report of the Saskatchewan Human Rights Commission.

This report reflects the activities of the Commission from April 1, 2005 to March 31, 2006.

Sincerely,

Donna Scott

Donna Scott, Q.C
Chief Commissioner

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Chief Commissioner's Message

It is with pride that I present my 10th annual report as Chief Commissioner of the Saskatchewan Human Rights Commission, and take this opportunity to offer some reflections and observations.

My arrival at the Commission in 1996 came at a challenging time. The Commission was facing a significant reduction in its budget. As a result, the backlog of unassigned complaints stood at more than 80 cases and staff were demoralized by their circumstances. In contrast, the Commission virtually eliminated the backlog of unassigned complaints last year, and reduced the average length of the complaint process. Progress was achieved through the reallocation of resources; amendments to the *Human Rights Code;* the introduction of settlement processes such as mediation, conciliation and talking circles; and the hard work of dedicated staff.

Equity programs have also evolved. Ten years ago, the Commission had a thriving program that included many employers and educational institutions dedicated to developing representative workforces and inclusive classrooms. During my tenure, equity programs have been praised and criticized. The public discourse surrounding employment equity, in particular, was often based on myth and misunderstanding. The Commission therefore felt it necessary to conduct a comprehensive review of its program. Last year it approved a new model, which will be launched in 2006-2007. I am optimistic that the Commission's renewed approach will restore equity programs as a valuable tool in promoting equality and will be consistent with the business community's desire to build a diverse and inclusive workforce.

Through the ups and downs of the past 10 years, public human rights education has at times been a casualty of our need to resolve complaints in a timely manner and reallocate resources to mediations and investigations. In spite of these pressures, I believe the Commission has managed to deliver quality education programs in a strategic and effective way. The Commission attributes part of its success to the partnerships it has been fortunate to develop. Because the promotion of human rights is a shared responsibility, it is my view that partnership with the community, the private sector and government has become an irreversible way for the Commission to discharge its mandate.

One highlight of the past 10 years has been my opportunity to travel with other Commissioners and Commission staff to many northern communities. Our meetings revealed a strong need to increase awareness of and improve access to Commission services in the north. We have begun to establish important connections with northern residents and have benefited from our exchange of ideas and information. Improving Commission services in the north will remain an important focus for us.

Emerging issues and persistent patterns of discrimination have also challenged the Commission during the past 10 years. Racism against Saskatchewan's First Nations and Métis peoples as well as visible minorities and members of racialized groups continues to be a serious problem in our province. In previous annual reports, I have identified the urgent need to address the problem of racism in Saskatchewan. The Commission has developed a number of strategies for fighting racism, and will continue to make this issue a priority.

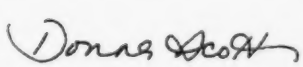
Balancing the rights of equality and freedom of expression has been another recurring issue over the past decade, one that has become particularly challenging in recent years. Our laws have always recognized that completely unfettered expression can sometimes cause harm. When the rights to free speech and freedom from unfair, illegal discrimination come into conflict, the law attempts to strike a balance that is appropriate in the specific context. As our province becomes increasingly diverse, the Commission anticipates an ongoing need to explore the interaction of and appropriate limits on these rights.

In recent years, dramatic and complex changes to our world have raised concerns of safety and security. As tensions increase, there is a need to carefully balance what are at times competing rights to security and equality. Unfortunately, Canada's heightened national security measures have had a disproportionate impact on certain ethnic or racialized groups. This creates divisions, rather than a shared commitment to a unified, though diverse, community. One strategy for achieving the security we seek may be to promote and protect human rights, rather than to infringe upon them.

Complaint processing, equity programs, and public education are all essential human rights services and all require adequate support. In my view, there is also a need for the Commission to focus on specific systemic issues – such as accessibility and racism – that cannot be adequately addressed by current methods. In the upcoming year, the Commission intends to implement a fourth arm of its services – systemic advocacy. Systemic advocacy will consist of identifying, researching and reporting on systemic human rights issues, and developing recommendations to government and others. This function will bridge complaint processing and proactive programs, and have a strong partnership component. It is my hope that systemic advocacy will be an important innovation.

Looking ahead, the Commission will continue to ask government to enhance the protections of the *Code*. The Commission's recommendations include repeal of the restrictive definition of age, in order to address discrimination caused by the practice of mandatory retirement, and protection from discrimination based on social condition or poverty.

It is clear to me, as I look to the future, that progress towards realizing Saskatchewan's vision of equality will depend on public commitment, community support, and the ongoing evolution of new and proven strategies to fight discrimination.



Donna Scott, Q.C.
Chief Commissioner

Highlights and Current Issues

2005-2006 was an eventful and productive year for the Human Rights Commission. Among other activities, the Commission hosted a national human rights conference and helped bring the *Anne Frank in the World 1929-1945* exhibit to Saskatoon. The Commission also made substantial changes to its core programs. Despite ongoing challenges and a demanding workload, the Commission was able to improve its complaint processing system and its public education and equity programs.

Working in Partnership

As a small agency, the Commission has long been aware that it cannot be the sole guardian of human rights in Saskatchewan. Equality and human rights are everybody's business, and should be part of the usual way of doing business. It is often appropriate for the Commission to play a leadership role, but by working with other organizations the Commission benefits from their insights, energy and resources while expanding human rights protections to new arenas. Similarly, because of its independent status, legislated mandate and experience with discrimination complaints, the Commission can make a unique contribution to joint projects. The partnership approach was a prominent feature of many aspects of Commission work in 2005-2006.

Resolving Complaints

One of the Commission's primary obligations is to provide timely and effective complaint services. Last year, the Commission reduced the average length of the complaint process from 17 months to 10 months and eliminated the backlog of complaints awaiting assignment to an investigator. In addition, the Mediations and Investigations Unit developed a conciliation program to encourage the post-investigation resolution of complaints.

Legal Highlights

The Commission's legal department had a heavy workload last year. Human rights cases are increasingly complex and often lead to appeals of tribunal decisions, or to preliminary rulings on technical matters. Two noteworthy issues addressed by the Commission in 2005-2006 were **mandatory retirement** and **same-sex marriages.**

The Saskatchewan Human Rights Code defines "age" as any age between 18 and 64 years. Consequently, persons who are under 18 or over 64 have no protection from age discrimination under the *Code*. However, no such qualification exists in the protection against age discrimination under the *Canadian Charter of Rights and Freedoms*. Recent Supreme Court of Canada decisions suggest that the Commission should interpret the *Code* in a way that is consistent with the *Charter*. By the end of 2005-2006, the Commission had accepted 11 complaints of age discrimination based on **mandatory retirement.** The first case was referred to the Saskatchewan Human Rights Tribunal, which determined it had jurisdiction to hear the matter and conducted a hearing of the complaint. Its decision is pending. The final outcome of the case will guide the Commission in its future interpretation of the *Code*.

The practice of mandatory retirement can have devastating effects on individuals and is becoming questionable from a public policy perspective. Mandatory retirement can have a particularly adverse impact on some groups, such as immigrants to Saskatchewan and persons of Aboriginal

"The practice of mandatory retirement can have devastating effects on individuals and is becoming questionable from a public policy perspective."

- Chief Commissioner Scott, *Saskatoon Star-Phoenix & Regina Leader-Post*, October 2005

ancestry, that tend to enter the workforce later than others. Women may take time away from the workforce to raise children, or experience wage inequality while they are employed. With longer life expectancies than men, they face a longer, poorer retirement. Some people simply cannot afford to retire at age 65.

This is a national issue and the legal landscape appears to be changing. Saskatchewan is now among a minority of provinces that permit mandatory retirement based solely on age. But regardless of what courts and tribunals may eventually decide, our provincial government can take a proactive stand against age discrimination and eliminate the restrictive definition of age now contained in the *Code*.

In November 2004, the Court of Queen's Bench clarified the right to **same-sex marriage** by issuing a declaration that the common law definition of marriage included civil marriage by two persons of the same sex: *N.W. v. Canada (Attorney General)*. The case was brought by five same-sex couples who had been denied marriage licenses. Madam Justice Wilson found that to exclude same-sex couples from civil marriage was unconstitutional and violated the dignity of persons in same-sex relationships. Subsequently, the Commission received complaints against Saskatchewan Justice from marriage commissioners who alleged that being required to perform same-sex marriages violated their right to freedom of conscience and religion. The Commission also received complaints from same-sex couples against marriage commissioners who refused to marry them.

In March 2006, the Chief Commissioner dismissed the complaints of the marriage commissioners. She noted that the role of marriage commissioners is to provide civil marriages for couples wishing to marry outside the framework of any particular religion, and that a refusal to perform civil marriages for same-sex couples interferes with their basic right to public services. She also noted that performing same-sex marriages does not interfere with marriage commissioners' freedom of religious practice by believing and worshipping according to their faith. By the end of March, one marriage commissioner had decided to seek a review of the Chief Commissioner's dismissal of his complaint.

Restoring Public Education and Equity Programs

At the beginning of the year, the Commission welcomed the news that its budget had been increased. This has given the Commission the capacity to restore public education and equity programs. In 2005-2006, the Commission prepared for the launch of a new equity program based on collaborative relationships between the Commission, equity sponsors, community organizations and other stakeholders. Under the new program, new sponsors may obtain approval for their initiatives within a matter of weeks by signing an equity partnership agreement. The general emphasis of the program will shift from approval and monitoring to support and capacity building.

While preparing to hire educational staff and revitalize its public education function, the Commission provided educational services wherever it could. Partnerships played a key role in the Commission's ability to provide public education.

Focus on Racism

Recent events have highlighted an urgent need to address racism in this province. The reports of the Stonechild Inquiry and the Commission on First Nations and Métis Peoples and Justice Reform have revealed deep divisions between Saskatchewan's Aboriginal and non-Aboriginal populations. In addition, the Commission knows from its complaint experience that racism is a serious problem for Aboriginal people, visible minorities, immigrants and refugees. Anti-racism initiatives were therefore an important priority for the Commission in 2005-2006. The Commission was involved in more than 10 anti-racism projects over the year, ranging from national undertakings such as the Canadian Coalition of Municipalities against Racism, to local celebrations of the International Day for the Elimination of Racism, to specific projects such as guest editorials by the Chief Commissioner. These initiatives are described in detail in the "Education, Prevention, and Community Partnerships" section of this report. Addressing racism will continue to be a priority for the Commission.

"Racism raises barriers against the development of individuals and groups, corrupts those who practice it, and divides communities."

- From the Call for a Coalition of Municipalities Against Racism and Discrimination, as presented at the 46th Annual General Meeting of the Canadian Commission for UNESCO, March 2006

CASHRA Conference 2005

In June 2005, the Commission hosted the annual conference of the Canadian Association of Statutory Human Rights Agencies (CASHRA) in Saskatoon. The theme of the conference – "Freedom Justice Peace: Human Rights in a Changing World" – referred to major changes in the broad context of human rights work and to new demands being placed on those responsible for human rights protection. The provincial government supported this event, which significantly enhanced the profile of human rights in Saskatchewan during the province's centennial year.

Chief Commisioner Donna Scott and Deputy Commisioner John Hill with Keynote Speaker Stephen Lewis.

The conference brought together an outstanding selection of local, national and international human rights advocates and experts. Keynote speakers were Dr. Stephen Lewis, the United Nations Secretary General's Special Envoy for HIV/AIDS in Africa; the Honourable James K. Bartleman, Lieutenant Governor of Ontario and member of the Mnjikaning First Nation; and the Honourable Senator Raynell Andreychuk, Chair of the Senate's Standing Committee on Human Rights. The conference offered 19 different plenary sessions and workshops on topics that included partnering with youth, alternative dispute resolution, systemic racism, Aboriginal peoples and justice reform, social marketing for social change, the duty to accommodate, discrimination based on poverty, and a comparison of grievance and human rights processes.

Ontario Lieutenant-Governor James Bartleman and Senator Raynell Andreychuk at the CASHRA conference luncheon.

One of the conference highlights was the agreement by CASHRA to support the Canadian Coalition of Municipalities against Racism, as proposed by the Canadian Commission for UNESCO (the United Nations Economic, Social and Cultural Organization). The Canadian initiative is based on the International Coalition of Cities against Racism launched by UNESCO in 2004. Its goal is to

"You are human rights artisans."

- Dr. Stephen Lewis, CASHRA conference

establish a network of Canadian municipalities interested in sharing expertise in order to combat racism in their communities in areas such as education, housing, employment and cultural activities. During the conference, the City of Saskatoon announced its decision to join the coalition.

The annual CASHRA conference enables human rights practitioners to hone skills, share information, and discuss the philosophical issues underlying their work. At the same time, it offers a valuable learning opportunity to those who work outside human rights agencies. At the 2005 conference, well over half of all delegates were from the broader public, and most were from Saskatchewan. In this way, the conference served to increase general understanding of human rights issues in the province.

Human rights lawyers from across Canada meet at the pre-conference segment of the CASHRA Conference.

National Cooperation

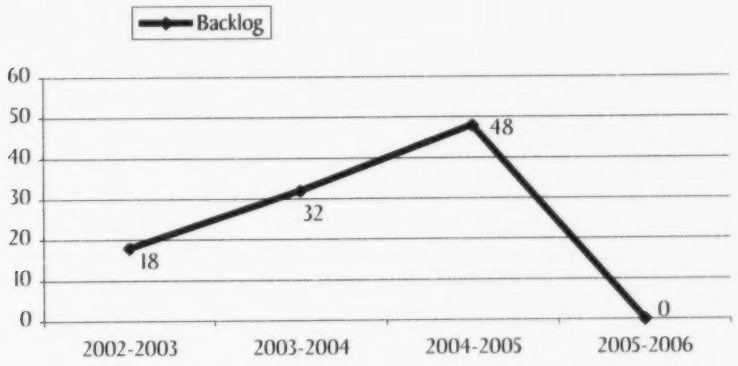
One message brought home by the CASHRA conference was the importance of cooperation among agencies charged with the protection of human rights. The Saskatchewan Commission makes a significant contribution to this effort. The Chief Commissioner has served as President of CASHRA and the Manager of Operations as its Treasurer since their appointment in late 2003. The Supervisor of Public and Special Programs chairs CASHRA's network of educational staff, Public Education Partners/Partenaires en éducation publique et populaire (PEP/PEPP). The Supervisor of Mediations and Investigations helped organize a mid-year meeting of human rights investigators in Toronto and the Senior Staff Lawyer attended a similar meeting of legal counsel. These connections, and others, strengthen each agency's capacity to provide efficient and effective human rights services.

Resolving Complaints

In 2005-2006, the Commission received 3,068 inquiries and opened 195 complaint files.

Mediations and Investigations

In 2005-2006, increased resources helped the Mediations and Investigations Unit achieve its goal of reducing the average length of the complaint process. The unit also eliminated the backlog of unassigned investigations.



Complaints are investigated if mediation is unsuccessful or if the parties choose not to attempt mediation. Investigations may take a number of months and many of the factors contributing to this timeline are outside the control of the Commission. These include delays by others, difficulty locating witnesses, and the need to ensure due process for all parties to the investigation.

Complaint processing timelines were reduced through:

- Corresponding increase in investigations staffing;
- More files being referred to mediation and conciliation;
- Fast-tracking more files using the flexibility of the process in the *Code*.

These efforts have had an impact. At year end, the Commission had closed more files in 2005-2006 than it opened: 255, compared with 195. This is considered by the Commission to be one indicator that complaints are being resolved in a timely manner.

Complaint Trends

In 2005-2006, 41 percent of all allegations and over half of all complaints of discrimination related to mental or physical disability. According to Statistics Canada, the province of Saskatchewan has the second highest percentage of persons with disabilities and it is likely that disability complaints will continue to dominate the Commission's mediations and investigations activities. Complaints based on Aboriginal ancestry represented 11.6 percent of allegations, reaching a five-year high. Allegations of discrimination based on pregnancy continued to be significant, at 6.4 percent.

Grounds of Discrimination

A	mental or physical disability	40.6 %
B	sex	17.6 %
C	ancestry	16.4 %
D	age	7.2 %
E	religion	4 %
F	marital status	1.6 %
G	family status	4 %
H	sexual orientation	2.4 %
I	receipt of public assistance	1.2 %
J	retaliation	3.2 %
K	other	2 %

The Duty to Accommodate

Many complaints based on disability were filed by persons seeking accommodation in the workplace. There are a number of reasons why the duty to accommodate generates a high proportion of complaints. The Supreme Court of Canada has made it clear that an employer must accommodate the needs of an employee unless it would be impossible for the employer to do so without undue hardship. However, the extent of the duty must always be assessed within all the circumstances of an individual case. Though the courts have provided some general guidelines, it can be difficult to determine when an employer has gone far enough in accommodating an employee, or reached the point of undue hardship. This requires a thorough documentation and analysis of the facts. The complexity of some fact situations can pose challenges for both the parties and the Commission's investigative staff.

Methods of accommodation can also vary, from simple strategies such as providing a modified monitor for a person with a visual impairment, to more creative and structural changes, such as modified job duties. In some cases, employers make faulty assumptions about an employee's abilities or the available forms of accommodation. In others, employers appear to lack sufficient information about their legal obligations.

In 2005-2006, accommodation was involved in half of all settlements that included a systemic remedy. Terms of settlement included creating an accommodation policy or providing accessibility where there was previously none.

Goals for 2006-2007

- Further reduce investigation time
- Increase the success rate in mediation/settlement
- Divert more files into conciliation after investigation.

Settlements

The Commission uses a flexible complaint procedure that can be adapted to the needs of each case. Settlements are an option at every stage of the complaint process and are undertaken through mediation, facilitation, conciliation, and talking circles. In 2005-2006, the unit settled 77 complaints, a 23 percent increase in the number of settlements from last year.

Mediation or facilitated discussion is available to complainants and respondents who want to settle a complaint before an investigation, or at any time during an investigation. The mediation process helps the parties better understand each others' perspectives. This approach often enables parties to respond more effectively to the concerns of the other party, and provides them with direct input and more control in terms of how the matter is resolved.

In the fall of 2005, a new conciliation program was launched by the Mediations and Investigations Unit. Conciliation is different from the mediation and early resolution attempts that occur earlier in the complaint process in that it sends files back for possible settlement at the stage after investigation but before the matter is directed to a tribunal for adjudication. By the end of the fiscal year, six files had been redirected to conciliation by the Chief Commissioner with encouraging results.

Like many other parts of the justice system, the Commission has used alternative dispute resolution methods that may be culturally relevant for some Aboriginal peoples. Talking circles are one such method: they bring people together under the guidance of an elder to share information on a problem and endeavour to resolve a problem. Since 1998, the Commission has convened five talking circles, each under the guidance of an elder, to resolve a human rights dispute.

Potential complaints can sometimes be settled at the intake stage after the parties have been informed of their rights and obligations under the *Code*. This was the case in a complaint concerning the right of a child with a disability to skate during public hours. The parents of the child and the administrators of the skating rink were able to find a solution that avoided a complaint and enabled the child to use the skating rink without delay.

In some cases, recognition of what went wrong between parties is often all the complainant is looking for. This was the case in a complaint against the owner of a shop which was inaccessible to a woman who uses a wheelchair for mobility. In bringing the two parties face-to-face it was discovered that the shop owner had her own mobility problems and could well understand how the complainant felt. This kind of recognition and understanding was all the complainant was looking for and the complaint was settled.

Of significance to settlement agreements are the kinds of remedies agreed to. Systemic remedies, including the creation of policies which address discrimination or the provision of educational presentations on the *Code*, can be effective in preventing future discrimination complaints.

In 2005-2006, 80 percent of settlements included financial compensation to the complainant. The aggregate figure exceeded $206,000 in compensation for general damages, financial losses, and injury to feelings or loss of dignity.

It is proposed that Government consider raising or eliminating the $10,000 ceiling in *The Saskatchewan Human Rights Code* for damages for injury to dignity, feelings and self-respect. This kind of ceiling has been eliminated in the human rights legislation of many jurisdictions.

The following is a sample of settlements reached in 2005-2006.

Ancestry

Complaint of harassment based on place of origin settles for $30,000

A man of Chilean descent worked on contract for close to 20 years. During that time he was racially harassed at work through notes and posters left by someone unknown to him. He also experienced damage to his equipment and his vehicle. Although he reported the incidents to his manager, no action was taken to end the harassment. The respondents agreed to pay the complainant $30,000 to compensate for the mental anguish he experienced because of the harassment and to recognize his many years of service.

Ancestry and Religion

Construction company fails to protect employee from offensive comments

A man of Aboriginal ancestry quit his job as a labourer for a construction company after he was allegedly subjected to offensive comments regarding his ancestry and religion. The complaint was settled by conciliation. The respondent agreed to pay the complainant $2,000 compensation and to provide a letter of apology from the foreman to acknowledge any injury to the complainant's self-respect.

Sex (Pregnancy)

Complainant awarded $3,950 after being fired because of pregnancy

A woman hired on a probationary basis, and in training to become a dental office assistant, was terminated from her position after she told her employer she was pregnant. She alleged that in her initial interview she was repeatedly asked if she had plans to become pregnant. Her employer argued that she was terminated because of the backache she had initially suffered during her first few days on the job. He alleged that her discomfort did not allow her to perform her job competently. In settling, the respondent agreed to pay the complainant $3,350 for loss of employment income, and $600 for injury to feelings.

Sex (Harassment)

Sexual harassment poisons environment for contract employee

A woman on contract with a film production company filed a complaint of sexual harassment after she was allegedly subjected to verbal and ongoing inappropriate and unwelcomed remarks. Although the complainant asked management to address the situation, she was told to either get along with the respondent or leave the company. She alleged that the President of the company yelled at her and brought her to tears on more than one occasion. The respondents agreed to pay the complainant $2,000 compensation, to provide a letter of apology to the complainant acknowledging injury to her self-respect, and to adopt a sexual harassment policy in order to promote awareness about sexual harassment and discrimination.

Family Status, Sex (Pregnancy)

Woman on maternity leave terminated after company restructures

A month after a woman working as a manager in a restaurant chain told her employers she was pregnant, they notified her that she was being terminated due to a company restructuring. The employee claimed that her employer was not happy with the news of her pregnancy. She was later offered another position, but it was at a lower level and paid considerably less. The

complainant alleged she was discriminated against because of her pregnancy and disregarded for another position she had applied for because of her family responsibilities. The respondent agreed to pay the complainant $3,850 for loss of salary, $300 for any expenses the complainant incurred by attending settlement meetings, and $1,500 for injury to feelings. The respondent also agreed to improve communication between managers, and between managers and employees, to prevent future misunderstandings leading to similar complaints.

Family Status

New father loses short-term contract because of family responsibilities

The complainant was engaged by a temporary employment service on a short-term contract to work as a light industrial labourer for a company selling agricultural and construction equipment. When he was off work for an extended period of time due to complications in the delivery of his newborn child, another person was assigned to work in his place. The respondent claimed it needed someone to perform the required work within the necessary timelines. The complainant alleged that he was discriminated against because of his family responsibilities when he lost the contract. In settlement, the respondent agreed to pay the complainant $2,000 compensation.

Sex, Family Status, Disability

Woman overlooked for management position in male-dominated field

A woman alleged that she was told she would not advance to a management position for reasons which included a medical condition, negative assumptions about whether she would sell her house and move her children in order to take on a management position, and because she was a woman working in a traditionally male-dominated field. Although she had good evaluations and eight years of experience, the complainant was passed over for promotion in favour of two male colleagues with less seniority than her, whom she had helped to train. She later experienced sexist remarks from one of the men, who had become her manager. The complainant eventually quit in frustration; consequently, she received no severance pay. The respondent agreed to pay the complainant $3,014 compensation in lieu of six weeks notice, to arrange payout of equity from her membership in the company, and to provide her with a written letter of apology and a letter of reference.

Disability

Woman demoted because of disability

A female employee took leave for surgery and was then on long-term disability leave for the period of her recuperation. When she was ready to go back to work, she was placed on a gradual return to work program. After that period, however, she was told she had been unsuccessful in meeting her job requirements and she was placed in a lower paying job doing a different kind of work. The complainant alleged she had been discriminated against because of her disability. The respondent agreed to pay the complainant $7,500 in general damages, and to increase her hourly wage on the condition that the complainant withdraw two grievances filed with her union.

Termination of employee while on medical leave costs respondent $20,000

A bookkeeper who went on disability leave while she was waiting for open-heart surgery was terminated from her job after the operation and while she was still on medical leave. The complainant alleged that her employer discontinued her employment because of disability. The complaint was settled when the respondent agreed to pay the complainant $7,000 in lost wages, $3,000 in lost benefits, and $10,000 as compensation for injury to feelings.

Traveler in wheelchair denied taxi service

A man who uses a collapsible wheelchair for mobility alleged that he was discriminated against because of disability when he tried to hire a taxi at the Regina airport and was refused service by a cab driver who did not want to transport his wheelchair. The complainant filed a complaint against the taxi company. The corporate respondent agreed to pay the complainant $1,800 compensation and to adopt an anti-discrimination policy to provide to all its drivers. The settlement did not, however, cover the actions of the individual taxi operator against whom a complaint is still pending.

Worker laid off job because of negative assumptions about disability

A man who is a quadriplegic and a wheelchair user was laid off from his position as an accounting clerk for a farm vehicle company. His employer told him the reason for the layoff was based on an assumption that the clerk could not handle a heavier workload. The complainant alleged that he was discriminated against because of his disability because there had not been any discussion regarding the complainant's ability to perform his duties, or any disciplinary action for any reason. In settlement of the complaint, the respondent agreed to pay the complainant $6,250 compensation.

Age

Man disqualified from job competition because of age

A man complained of age discrimination after applying for a three-month position and being told he was disqualified from the competition because of his age. The complainant alleged the employer said they wanted someone who would stay for at least 10 years and assumed he would be retiring before then. The respondent settled the complaint by providing oral and written apologies for injury to the complainant's feelings based on erroneous assumptions.

Duty to Accommodate

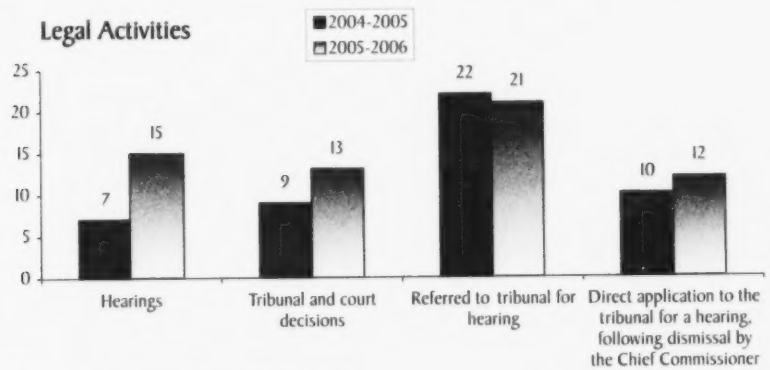
Employer fails to accommodate employees returning from disability leave

Two employees filed complaints against the same employer for failing to accommodate them after they were ready to return to work following disability leave. One complainant was told that because he had not injured himself at work, he could not return to work until he was 100% recovered. The other complainant, who was ready to return to work on light duty with some restrictions, was told the employer had no light duty positions. Employers are expected to accommodate individuals with disabilities unless accommodation would cause the employer undue hardship. In some cases this means providing a graduated return to work program to assist an employee make a safe return to work after an illness or injury. As part of the settlement, the complainants agreed to withdraw their complaints. One complainant received $10,000 and the other received $49,000.

Tribunal and Court Decisions

The Commission participated in 15 hearings in 2005-2006, more than twice as many as in the previous year.

If a complaint cannot be resolved, it is referred to the Saskatchewan Human Rights Tribunal for a formal hearing. The tribunal is a separate body from the Commission. A member of the tribunal panel hears the evidence of both sides, decides whether *The Saskatchewan Human Rights Code* has been violated, and orders appropriate remedies. Tribunal decisions are posted on its Web site at www.saskhrt.ca.



Review of a Complaint Dismissal

Pursuant to section 29.4(1) of the *Code*, a complainant may ask the Saskatchewan Human Rights Tribunal to order an inquiry respecting a complaint that has been dismissed by the Chief Commissioner. The Tribunal will review the evidence gathered by the Commission and may decide to order an inquiry. This provision allows complainants to have direct access to the tribunal in certain circumstances and balances the Commission's role as "gatekeeper" in receiving and resolving complaints of discrimination.

Board of Inquiry Decision

***Dianne Daigle v. Saskatchewan Telecommunications (SaskTel)*, June 14, 2005**

In September 1998, SaskTel created a "Retention Bonus" program for all programmer analyst employees who met the minimum qualifications. The bonus was calculated based on annual salary. The bonus was pro-rated for persons on disability leave.

Daigle, a programmer analyst, was on disability leave from September 1998 until February 1999. Therefore, she received $2,848 rather than the $4,860 she would have received had she not been on leave. Daigle alleged that this practice discriminated against her on the basis of disability.

The Commission dismissed Daigle's complaint. Daigle then applied directly to the Minister of Justice for a formal inquiry. The Minister directed a hearing in June 2001, prior to *Code* amendments which replaced the Ministerial review process with review of dismissals by the Human Rights Tribunal, and the hearing occurred in June 2002. The board dismissed Daigle's complaint, finding that the complainant was not treated any differently from others because of her disability. It noted that the bonus was based on the time that Daigle was actually at work and earning a salary. Even if Daigle was absent from work because of disability, it did not discriminate against her to calculate the bonus in this manner.

Tribunal Decisions

***James Komar, Guy Taylor, Brenden Wallace, Kathy Hamre v. William G. (Bill) Whatcott,* May 13, 2005**

James Komar, Guy Taylor, Brenden Wallace and Kathy Hamre complained that a series of flyers published and distributed by William Whatcott promoted hatred against individuals because of their sexual orientation. The material referred to gay people as sodomites and said that gay, lesbian and transgendered people were sick and predatory.

A tribunal held that the distribution of the material violated section 14 of the *Code*. It further held that preventing the distribution of such materials was a reasonable limit on Whatcott's right to freedom of religion and expression as guaranteed by section 2 of the *Canadian Charter of Rights and Freedoms*. The tribunal determined that in publishing and distributing the flyers, Whatcott exposed gay and lesbian people to hatred and fear.

Whatcott was ordered to pay $2,500 to Taylor, $5,000 to Wallace, $5,000 to Komar, and $5,000 to Hamre as compensation for injury to feelings and self-respect. He was also ordered to discontinue distributing any materials that promote hatred against people because of their sexual orientation. Whatcott has appealed the decision to the Court of Queen's Bench.

***Teresa Hitchings v. P.S.S. Professional Salon Services Inc.*, July 8, 2005**

Teresa Hitchings alleged that she was discriminated against by P.S.S. Professional Salon Services Inc., because of her sex (pregnancy) when she was terminated from her position at the end of her maternity leave. When Hitchings met with the salon's owner, Donald Campbell, to discuss her return to work, he told her she would not be returning. The owner described her as a "nuisance" and "trouble-maker" and indicated that one of her colleagues had complained about her. Evidence at the hearing established that the complainant had performed her job well and had received no disciplinary warnings about her conduct at any time prior to her maternity leave. The tribunal concluded that the respondent had seen the complainant's maternity leave as an opportunity to dismiss her. It awarded Hitchings $2,385 for lost wages, and $2,000 for injury to feelings and self-respect. This decision has been appealed to the Court of Queen's Bench.

***Ephrem Kahsai v. Saskatoon Regional Health Authority and Vince Salamon,* November 29, 2005**

Ephrem Kahsai sustained neck and lower back injuries in a motor vehicle accident in late 1997. In the spring of 2000, he attended the Fit for Active Living Rehabilitation Centre at City Hospital in Saskatoon. During a psychological assessment he was questioned about the Ethiopian famine and its effect on him. He was also questioned about his place of origin by the rehabilitation coordinator, Vince Salamon. On receiving a copy of his assessment, Kahsai noted a number of errors in the report, which had been recorded and transcribed by Salamon. Although he was ready to participate in the FIT rehabilitation program, Kahsai said he wanted the errors in his report corrected before signing a consent form. Salamon responded by telling him to put his concerns into writing, to which Kahsai agreed. Kahsai felt that Salamon had not listened to him and was upset that Kahsai was asking for changes. Kahsai alleged that Salamon then made a racist comment to him.

In July 2000, Kahsai filed a complaint alleging discrimination on the basis of ancestry, which the Chief Commissioner dismissed in January 2002. He sought a review of the dismissal and the Saskatchewan Human Rights Tribunal ordered a hearing. In its decision, the tribunal

noted that Kahsai had depended on Salamon to correct the errors in the report, some of which could have affected the treatment he received. It also found that Salamon's comment was serious enough to constitute harassment on the basis of ancestry and place of origin, and had a profound effect on Kahsai given his already vulnerable state. The tribunal awarded Kahsai $1,500 for injury to dignity and self-respect. It also determined that Salamon, as an employee of the Saskatoon Regional Health Authority, was liable for half of the damages suffered by Kahsai.

Procedural Issues

Parties will sometimes seek a legal ruling on one or more preliminary questions prior to the full hearing of a complaint. How such issues are resolved can be critical to the final outcome of a case. In 2005-2006, procedural issues constituted a large part of the Commission's legal workload. They were the subject of nine out of 13 decisions received from courts and the Saskatchewan Human Rights Tribunal during the year. This experience may reflect the complexity of cases referred to a hearing for resolution, and a growing tendency by some parties to raise technical and legal challenges to the adjudication of human rights complaints. Some procedural issues addressed in 2005-2006 are summarized below.

In three cases, parties alleged that members of the Saskatchewan Human Rights Tribunal appointed to hear complaints should disqualify themselves on the basis of **reasonable apprehension of bias:** *Lark and Stonechild v. Gladrheims Care Home, July 22, 2005; Graumans v. Government of Saskatchewan, April 19, 2005; Scott v. Capital Cabs D & G Taxi Ltd., February 16, 2006.* A general rule of law is that parties should be satisfied the person or body hearing the case is impartial. The test in such cases is not whether actual bias can be shown, but whether a reasonable person looking at all the circumstances might conclude the tribunal is biased. In two cases, the tribunals did remove themselves from hearing the complaints.

In *Graumans v. Government of Saskatchewan, February 28, 2006,* the complainant alleged that she and other female staff members were discriminated against because they were paid less than men doing the same work. The complaint had not been initiated as a class complaint. The tribunal held that only the Chief Commissioner could establish a complaint as a **class complaint** and returned the matter to her to make a decision on that issue.

Women 2000 v. University of Saskatchewan, April 18, 2005 involved a complaint by members of a women's group who alleged that female students were discriminated against by the university on the basis of sex with respect to resources allocated to university sports initiatives. The respondent university argued that the complainant did not have the **legal standing** or status to file a complaint because it was an unincorporated association and not a "person" as defined in the *Code*. The tribunal held that the complaint was from seven individuals who clearly fell within the definition of person. This decision was upheld by the Court of Queen's Bench, which agreed the complaint had been made by individuals but noted, as well, that an unincorporated association may file a complaint under the *Code*.

A second preliminary issue raised in the *Women 2000* case involved **examinations for discovery,** a process which enables parties to learn the case against them and to narrow the issues in dispute. When the parties failed to agree on whether any of the complainants should be examined, the tribunal ruled that two of the seven named complainants, as agreed to by both parties, could be examined by the respondent.

The university respondent raised another procedural issue in the *Women 2000* case when it applied to the Court of Queen's Bench for an order quashing the complaint on the grounds that the Commission failed to obtain the **consent of the alleged victims** of a *Code* violation. The court dismissed the application. It found that the Commission believed the complainants were acting in good faith and there were no obvious victims opposed to the complaint whose consent needed to be obtained. The respondent has decided to raise several procedural issues in the case before the Saskatchewan Court of Appeal.

In *Scott v. Capital Cabs D & G Taxi Ltd., February 16, 2006,* the respondent objected to a hearing by a tribunal on the ground that the complaint involved a federal entity (Regina Airport) and therefore fell within the jurisdiction of the Canadian Human Rights Commission. The tribunal dismissed the application but granted leave to either party to raise the issue again during the hearing. The tribunal noted that in order to decide a **jurisdictional or constitutional question**, it needed a complete factual context, which could only be obtained from evidence presented over the course of a hearing.

In the case of *Carlson v. Saskatoon Pubic Library Board and the Canadian Union of Public Employees, October 14, 2005,* an organization named University of Regina Professors Against Age Discrimination (URPAAD) applied to a tribunal for **intervenor status** in Carlson's complaint of age discrimination. Carlson was forced to retire at age 65 under a collective bargaining agreement, and URPAAD was formed to challenge the University of Regina's policy of mandatory retirement at age 65. Interventions are allowed by section 30(1)(e) of the *Code*. The Commission did not object to the application but the respondents did, with the union arguing that giving URPAAD intervenor status could open the floodgates to more intervenors. The tribunal gave URPAAD limited status to participate in the hearing by providing a written argument on the effect the decision on the merits of the case would have on the organization.

Education, Prevention, and Community Partnerships

In 2005-2006, the Commission provided 62 presentations to more than 2,900 people. It participated in 22 events and projects that had an impact on thousands of individuals, and issued media releases that reached many others.

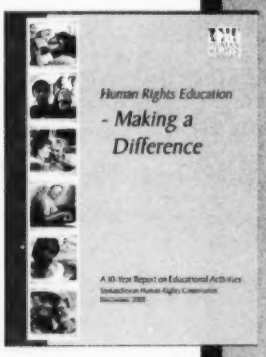
The *Saskatchewan Human Rights Code* is based on the principle that every person is free and equal in dignity and rights. For this reason, the *Code* requires the Commission to undertake programs to discourage and eliminate discrimination, and to promote the values of equality and diversity. Human rights education fosters good business practices, fairness for individuals, and social harmony. The Commission provides human rights education through presentations, advice, print and electronic resources, the Commission's Web site, media relations, public events, partnerships and community outreach.

Partnerships and Milestones

In 2005-2006, the Commission found partnerships with other groups and agencies to be a very effective strategy for providing human rights education.

Partnerships can take many forms. Broad alliances such as the Canadian Coalition of Municipalities against Racism seek to reach wide sectors of the population by first enlisting the support of governing or decision-making bodies. Other projects, such as bringing the *Anne Frank in the World 1929-1945* exhibit to Saskatoon, connect directly with the public; thousands of visitors viewed the exhibit in the summer of 2005, including school groups from northern Saskatchewan. The *Pregnancy, Parenting and the Workplace* handbook will be directed towards many audiences in the province, and an electronic version will be made available to other agencies for in-house printing. Projects can also address gaps in service. The goal of the Commission's ongoing partnership with Aboriginal Friendship Centres of Saskatchewan, for example, is to improve human rights education and services for Aboriginal people throughout the province. (These projects are discussed in greater detail below.)

The past year contained some important milestones and offered the Commission an occasion for taking stock of its educational programs. On December 10, 2005, International Human Rights Day, the Commission released *Human Rights Education - Making a Difference*, a report on the Commission's educational activities during the previous ten years. This period coincided with the United Nations' 1995-2004 International Decade of Human Rights Education. In 2005, the United Nations launched a World Programme for Human Rights Education, stating, "Human rights education is a long-term and lifelong process through which everyone learns tolerance and respect for the dignity of others."



Making a Difference summarizes the Commission's work in four areas: communications and publications; public education; community outreach, liaison and support; and policies, guidelines and submissions. The report ends by considering future directions for human rights education, including greater use of new technologies, integration of human rights content into educational and other systems, and efforts to provide groups with the tools to promote equality within their own environments.

Addressing Racism

The need for educational efforts to eliminate racism was one of the Commission's highest priorities in 2005-2006. Two initiatives – the Canadian Coalition of Municipalities Against Racism and the 2005 CASHRA conference – have already been discussed in the "Highlights and Current Issues" section of this report. The Commission also engaged in the following activities to prevent racism and to promote the value of cultural diversity.

Anne Frank in the World 1929-1945 Exhibit

This exhibit was brought to Saskatoon during the province's centennial year by the Saskatoon Anne Frank Committee (SAFC), which was co-chaired by the Chief Commissioner and the City of Saskatoon's Cultural Diversity and Race Relations Coordinator, Monica Goulet. SAFC grew to more than 40 community groups and sponsors, including Aboriginal, Jewish and immigrant organizations. The exhibit was curated by the Anne Frank Foundation in Amsterdam and toured by the Anne Frank Center of New York. Its goal was to spread Anne Frank's universal and inspirational message that we must collectively strive for a more just and tolerant society. *Anne Frank in the World 1929-1945* was housed at the Diefenbaker Canada Centre on the University of Saskatchewan campus from mid-May to the end of August and viewed by 18,508 people, a record number of visitors in the centre's 25-year history. In addition, Chief Commissioner Scott facilitated arrangements that took the exhibit to Calgary.

June 21, National Aboriginal Day

In 2005, the Commission was a member of the organizing committee for National Aboriginal Day celebrations in Saskatoon. The Commission also supported the event financially and with volunteer help.

December 6, National Day of Remembrance and Action on Violence Against Women & December 10, International Human Rights Day

"...oppression occurs simultaneously along many dimensions including class, ethnicity, gender, disability, age, and sexual orientation."

- Commissioner Judy White in her presentation at CASHRA 2005 on Racism and Gender Discrimination

The Commission chose violence against Aboriginal women as its theme on both of these anniversary dates. The Chief Commissioner distributed a letter to numerous Commission contacts on **December 6**, noting Amnesty International's statement that young Aboriginal women are five times more likely than other women to die as a result of violence. The Commission also helped organize E-kiskisiyak Iskwewuk (Remembering the Women), a public forum held at White Buffalo Youth Lodge in Saskatoon on **December 10** to publicize the issue of missing Aboriginal women. The blending of these two activities illustrated the connections between racism and gender discrimination, and the responsibility of human rights agencies to address both.

Violence against women is an international human rights issue that cuts across income, class and cultures. Some groups of women are more vulnerable to violence than others, however. Aboriginal women, refugee women, racialized women, women with disabilities and older women often have a low social and economic status which becomes both a cause and consequence of violence. According to the Native Women's Association of Canada, more than 500 Aboriginal women have disappeared in the last 20 years, including a number of women from Saskatchewan.

In *Stolen Sisters: Discrimination and Violence Against Indigenous Women in Canada,* Amnesty International states that "sexist stereotypes and racist attitudes toward Indigenous women and girls and general indifference to their welfare and safety" contribute to the violence they experience. It further notes that "the role of discrimination in fuelling this violence in denying Indigenous women the protection they deserve or in allowing the perpetrators to escape justice is a critical part of the threat faced by Indigenous women." *Stolen Sisters* cites the abduction, sexual assault and killing of Helen Betty Osborne (a 19-year-old Cree student from northern Manitoba) by four white men, and notes that it took more than 15 years to bring one of the men to justice. The report states, "There is one fundamental fact: her murder was a racist and sexist act. Betty Osborne would be alive today had she not been an Aboriginal woman." *Stolen Sisters* calls for all levels of government to develop a plan of action against violence to ensure the safety and well-being of Aboriginal women.

March 21, International Day for the Elimination of Racism

Every year, the Commission participates in the planning and delivery of events celebrating the United Nations' International Day for the Elimination of Racism. In Saskatoon, the Chief Commissioner spoke at the City of Saskatoon's annual *Living in Harmony* awards ceremony on March 21st. She stated, "Racism hurts and humiliates and affects the quality of life for many people. It hurts our community and our province – and when it hurts some of us, it really hurts all of us. As individuals, as schools and communities, and as leaders at all levels, we have a responsibility to do something about it."

Students at St. Mary's School open the Living in Harmony Day celebrations.

The Supervisor of Mediations and Investigations addressed a group of approximately 450 people at a March 21st event organized at a Saskatoon restaurant by Advancing Canadian Entrepreneurs (ACE), a group of commerce students from the University of Saskatchewan. In Regina, Commission staff helped organize the annual *Spring Free from Racism* celebration. The Commission also provided an information display and brought greetings to those attending the event.

Building Capacity within Racialized Groups

In 2005-2006, the Commission worked with groups whose members often experience racism, to help them build their own capacity to address racism and other human rights issues. The Commission delivered human rights presentations to trainers in new programs organized by the Immigration Branch, Government Relations and began discussions on possible joint projects with that agency.

From left to right: Peter Janvier, Viviane Janvier, and Rose Billette at the La Loche Aboriginal Friendship Centre.

As part of its multi-year partnership with the Aboriginal Friendship Centres of Saskatchewan (AFCS), the Manager of Operations and Supervisor of Public and Special Programs attended the AFCS annual general meeting in June and met with staff of the Qu'Appelle Valley Friendship Centre in September to discuss the project's effectiveness. Entitled "Accessing Human Rights," the project is intended to raise awareness of human rights among Aboriginal people in Saskatchewan and improve their access to the complaint process. In October, the Commission delivered the final presentation of phase one

at the La Loche Friendship Centre with the assistance of Commissioner Viviane Janvier. The Commission will assess the results of the pilot phase before offering human rights training to a larger group of friendship centres.

Pregnancy, Parenting and the Workplace

Discrimination because of pregnancy has been illegal since the 1970s but still leads to many complaints every year. Although the annual percentage fluctuates, it has ranged from about 7 percent to 12 percent during the past ten years, with most cases arising in the employment context. Given that pregnancy discrimination is just one form of discrimination based on sex and "sex" is just one of 14 prohibited grounds of discrimination under the *Code*, these figures are significant. The Commission also receives a small but growing number of complaints based on family status, a relatively new ground of discrimination.

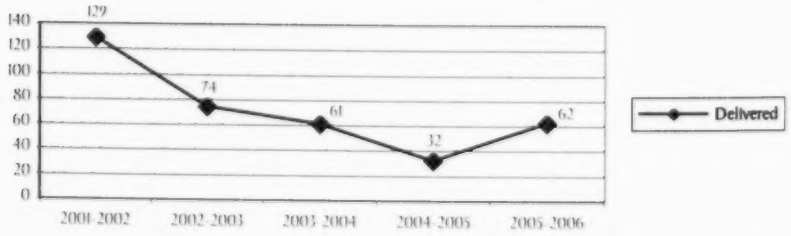
As a preventive measure, and as an aid to pregnant employees, working parents and their employers, the Commission co-chaired a committee that developed a handbook entitled *Pregnancy, Parenting and the Workplace*. This practical guide is a "one-stop" source of information for Saskatchewan employers and employees on human rights, rights to leave and benefits, the accommodation of family needs, and other relevant topics. By informing employers and employees of their rights and responsibilities, the booklet will promote family-friendly workplaces and encourage adherence to the law. The Commission's partners in this project were Saskatchewan Labour (Work and Family Unit, Labour Standards Branch, and the Status of Women Office), Service Canada, Saskatchewan Health, and the Breastfeeding Committee for Saskatchewan. The handbook is scheduled to be launched in May 2006.

Educational Activities in 2005-2006

Over the past five years, budget constraints have had a marked effect on the Commission's ability to provide educational presentations and seminars. In 2001-2002, the Commission provided 129 presentations and workshops. This number dropped to a low of 32 in 2004-2005. The Commission was able to provide 62 presentations during 2005-2006 (including 16 made at the CASHRA conference by staff and Commissioners) because a budget increase made it possible for the Commission to allocate more resources to public education.

The Commission also participated in 22 events and projects that had an impact on thousands of individuals, and developed working relationships with numerous agencies and community groups. As educational staff members are hired and the Commission rebuilds its educational programming, the Commission will again offer a seminar series, workshops and individual presentations to targeted audiences and the general public. A list of community and educational outreach activities can be found at Appendix A.

Presentations Delivered



The Commissioners help staff provide public education, in addition to acting as ambassadors for human rights and providing valuable links to different sectors of the community. All members of the Commission were very actively involved in the CASHRA conference. Chief Commissioner Scott delivered key addresses and chaired the session on the Canadian Coalition of Municipalities Against Racism. Deputy Chief Commissioner John Hill acted as Conference Chair, and moderated a panel on recent developments in human rights law. Commissioner Mike Bacon chaired the pre-conference, plenary meeting of Commissioners and employees from human rights agencies across Canada. Commissioner Judy White delivered a presentation on racism and gender discrimination.

On December 10, International Human Rights Day, Ms. White spoke on behalf of the Commission to the Unitarian Congregation of Regina. Commissioner Viviane Janvier participated throughout the year in the Commission's partnership with the Aboriginal Friendship Centres of Saskatchewan, and arranged the Commission's presentation to the La Loche Friendship Centre in October.

Media Relations

The Commission continued to raise the profile of human rights through the media in 2005-2006. It received more than 135 media inquiries, up 32 percent from the previous year. This was due in part to the number of tribunals scheduled throughout the year, as well as the number of decisions delivered by the tribunal. High profile cases, such as those involving freedom of expression, same-sex marriage, and mandatory retirement, were also of interest to the media.

The Commission continued to participate with the *Saskatoon Star Phoenix* and the *Regina Leader-Post* on special display advertising opportunities which addressed current human rights issues. Guest editorials or ads were contributed to special sections focusing on October 1st - International Day for Older Persons, December 3rd - International Day of Disabled Persons, March 8th - International Women's Day, and March 21st - the International Day for the Elimination of Racism.

Progress and Challenges

The Commission's goals for 2005-2006 were to:

- Re-organize and upgrade the Commission's Web site;
- Update publications;
- Continue development of the Accessing Human Rights project; and
- Develop community capacity to provide human rights education.

Because of its work on partnerships, anti-racism projects, and the CASHRA conference, the Commission was able to produce only three new publications during the year. It succeeded in meeting or making progress on its other goals.

Goals for 2006-2007

- Re-establish a program of educational seminars and presentations
- Develop community capacity to provide human rights education
- Continue to develop educational efforts to eliminate racism.

Equity within Workplaces and Learning Institutions

In 2005-2006, equity programs provided benefits to 40 employers with over 43,000 employees, to more than 100,000 students in the kindergarten to grade 12 system, and to students in 10 post-secondary institutions.

Equity programs are broad organizational strategies designed to overcome disadvantages caused by prohibited grounds of discrimination such as ancestry, gender or disability. The fundamental goals of equity programs can be expressed as principles of fairness and inclusion. Equity in employment means a representative workforce that mirrors the working age population in all occupations and at all levels, and supportive work environments that promote the participation of all groups. Equity in education means an inclusive educational system that provides equality of educational benefit to all students.

Equity programs complement the case-driven complaint system by promoting equality in a cooperative, proactive manner. Typically, equity programs use a variety of strategies to create inclusive workplaces and learning environments. Anti-discrimination policies, awareness training, curriculum or systems changes, outreach recruitment and the accommodation of different needs are all common components of equity plans. To date, the Commission has approved education and employment programs to address barriers faced by women, Aboriginal people, persons with disabilities, and visible minorities.

A New Direction

In 2005-2006, the Commission decided on a new approach to equity programs. The new model is based on a commitment to flexibility, accessibility and accountability in order to make Commission services as effective as possible within Saskatchewan's current environment of social and economic change. The Commission will use its approval authority under section 47 of *The Saskatchewan Human Rights Code* to strengthen and support a broad spectrum of initiatives, and to facilitate expansion and innovation by equity sponsors (organizations with approved plans).

The new program builds upon the Commission's 2002-2003 review of equity programs, which included consultation with over 100 groups and individuals. The process of renewal was interrupted in 2004, when financial constraints made it necessary for the Commission to move resources from equity programming and public education to complaint processing. That decision was reversed in 2005, when a budget increase gave the Commission the capacity to resume its proactive role in the development and support of equity programs. In 2005-2006, the Commission reviewed and refined the program model developed two years earlier, and started laying the groundwork for a formal launch of the new program in 2006-2007.

The New Equity Program

The community consultation recommended that the Commission:

- Take a leadership role in expanding and reinvigorating equity programs
- Ensure the accountability and commitment of equity sponsors
- Provide a wide range of resources and support, and
- Facilitate partnerships and sharing.

In keeping with the recommendations, the emphasis of the new program will be on partnership and capacity building.

The Commission will continue to approve and monitor programs in order to measure progress and preserve accountability, but these processes will be greatly simplified. It is now possible for sponsors to obtain approval for a new initiative within weeks, by signing a standard-form Equity Partnership Agreement. The monitoring process has been streamlined as well. Sponsors will be asked for a brief annual report, which will be posted on the Commission's Web site.

During the consultation, a major need identified by equity sponsors was for much greater support in the form of advice, education, training, materials and policy development. As a first step towards filling this need, the Commission created an Equity Web sub-site in late 2003. The development of equity resources and events will be a priority for the Commission in the coming year.

The Commission has also made some important substantive changes. In the past, programs were limited to initiatives in the areas of employment and education. In future, the Commission will also approve programs designed to make public services more equitable. Another major change involves the subjects of equity programs. Previously, sponsors were asked to address barriers faced by the four traditional equity groups: women, Aboriginal people, persons with disabilities, and visible minorities. Under the new program, sponsors may choose to focus on one or more equity groups. The Commission may also approve programs on behalf of "new" equity groups, so long as the groups in question are identified by prohibited grounds of discrimination, and there is evidence that these groups face systemic disadvantages linked to discrimination.

Partnerships and Links

As in other areas of its work, the Commission is committed to a partnership approach to equity services. For example, the Commission will seek ongoing input from sponsors and community organizations on ways of making monitoring reports useful and meaningful. The new program will foster information and resource sharing among equity sponsors, as well as work-education and other partnerships. Links between equity initiatives in education, employment and services can begin to build a continuum of equity programming, while making each aspect more effective. The Commission itself will seek opportunities to work with other agencies responsible for the promotion and development of equitable workplaces, services and learning environments.

Activities in 2005-2006

In 2005-2006, the Commission began to put in place the administrative, staffing and procedural foundations of the new equity program. After completing these tasks, the Commission will resume active working relationships with equity sponsors, re-establish monitoring, and turn its attention to fulfilling the new program's partnership and capacity-building goals.

While preparing for the program's official launch, the Commission has continued to provide equity services where possible. The Commission has extended the approval of existing programs, provided information and advice, delivered educational presentations, and begun the process of updating long-term program goals. When potential sponsors have approached the Commission for program approval, the Commission has made the new and simpler approval process available to them.

The Commission welcomed two employers as new sponsors in 2005-2006. The **Saskatchewan Workers' Compensation Board (WCB)** is an independent body which administers a compensation system for employees who are injured on the job. The WCB, which employs 458 individuals, signed an equity partnership agreement in February 2006. The **Saskatchewan Apprenticeship and Trade Certification Commission (SATCC)** is the industry-led government agency responsible for apprenticeship training, certification and renewal in the province. SATCC, which employs 50 people, signed an agreement in March 2006.

In 2005-2006, the Commission also submitted a written brief to the provincial **Commission on Improving Work Opportunities for Saskatchewan Residents.** This commission was established to make recommendations to help improve access by part-time and vulnerable workers to job opportunities, employment income and benefits. In its submission, the Human Rights Commission outlined ways in which employment equity supports the hiring and retention of vulnerable groups, and ways in which education equity prepares these groups for successful participation in the workplace. In its final report in February 2006, the Commission on Improving Work Opportunities included a recommendation that "The Human Rights Commission strengthen its monitoring of employment equity plans and results."

A list of equity sponsors can be found at Appendix B.

Progress and Challenges

The Commission's goals for 2005-2006 were:

- Continue to encourage and support proactive initiatives by employers, educators and others;
- Enhance the Equity Web sub-site and other resources.

Though the Commission provided ongoing support to equity sponsors in 2005-2006, its primary focus was to lay the groundwork for resuming its own proactive role in equity programs.

Goals for 2006-2007

- Launch the Commission's new equity program
- Update long-term goals for representative workplaces
- Develop and enhance equity resources
- Build the capacity of employers and educational institutions to develop inclusive workplaces and learning environments.

Exemptions

Section 48 of the *Code* gives the Chief Commissioner the authority to grant exemptions from the anti-discrimination provisions of the *Code* in situations where the Chief Commissioner considers it "necessary and advisable" to do so. In effect, exemption orders allow individuals and organizations to carry out activities without fear of violating the *Code*. An exemption order prevents anyone from filing a discrimination complaint about the policy or practice in question and most are granted because the policy or practice promotes *Code* objectives.

Although the procedure for granting an exemption order is informal, the impact of such an order can be significant. For example, in 1991, an exemption order was granted to Saskatchewan Learning to implement its Northern Education Training Agreement. The exemption was first granted after an expansion of mining in northern Saskatchewan meant that a broader training-to-employment initiative was needed to meet the increased demand for trained workers and to ensure benefits to northerners. The exemption order allows preference to be given to northerners in training programs and in mine employment. The exemption order continues in effect and, since it was granted, the number of mine workers from northern Saskatchewan has increased from 31% of the workforce in 1985 to 53% in 2005.

In 2005-2006, there were 13 new exemptions granted, bringing the number of active exemptions to 197. The following examples reflect the kind of exemptions granted this year.

- So as to fulfill the company's vision of a strong First Nations workforce within the community, an exemption was granted allowing Athabasca Basin Security to give preference to members of First Nations when recruiting and hiring employees.
- The Canadian Cancer Society was granted an exemption allowing it to recruit a woman for a Reach to Recovery program support staff position to work directly with volunteers who have experienced breast cancer.
- An exemption was granted allowing Visions North Community Future Development Corporation, a small-business lending agency, to give preference to businesses owned by women of Aboriginal ancestry.
- An exemption was granted to the Law Society of Saskatchewan and a number of law firms to participate in the Aboriginal Law Student Summer Job Program by allowing them to give preference to law students of Aboriginal ancestry in summer jobs opportunities.
- To ensure a gender balance in the staff providing services, an exemption was granted to Mamawetan Churchill River Health Region to give preference on the basis of sex when recruiting and hiring an Addictions Counselor at the La Ronge Health Centre.
- To ensure that the culture, language and ancestry of caregivers reflect that of the residents, an exemption was granted to Lakeview Lodge Personal Care Home, located on the Standing Buffalo Dakota Nation, allowing it to give preference to members of First Nations when hiring for positions within the home.

Commissioners

The Chief Commissioner and four part-time Commissioners set policy, liaise with community partners and organizations, give human rights presentations, and make programming decisions. They bring expertise to the Commission on issues pertaining to its mandate. In 2005-2006, the Commissioners met five times in person or by conference call.

Donna Scott, Q.C., Chief Commissioner

Donna Scott was appointed as Chief Commissioner in October 1996, was re-appointed for a five-year term in November 1997 and re-appointed for a further five-year term in 2002. Ms. Scott received her B.A. and LL.B from the University of Saskatchewan and was called to the Saskatchewan Bar in 1982. She engaged in the private practice of law until becoming a Crown Solicitor with Saskatchewan Justice in 1986 and then Local Registrar for the Unified Family Court. She has served as president of the Public Legal Education Association (PLEA) and on the board of directors of the Elizabeth Fry Society. She currently serves as chair of the International Development Committee, Canadian Bar Association (Saskatchewan branch). She is president of the Canadian Association of Statutory Human Rights Agencies (CASHRA), a position she has held since 2003, and is CASHRA's representative to the International Association of Official Human Rights Agencies (IAOHRA). Ms. Scott is recipient of the Queen's Jubilee Medal and the Saskatchewan Centennial Medal for her contribution to the community.

John Hill, Deputy Chief Commissioner

John Hill is a member of the Oneida Nation of the Thames near Southwold, Ontario. He received his LL.B. from the University of Saskatchewan and was called to the Bar in Saskatchewan in 1997. Mr. Hill has served as a senior advisor to the Saskatchewan Indian and Métis Affairs Secretariat on inter-jurisdictional and Aboriginal affairs, and assisted in the development of the provincial Aboriginal framework policy and the First Nations self-government policy. As well, he represented Saskatchewan as a negotiator in the tri-partite self-government negotiations with the Meadow Lake Tribal Council. Based in Regina, Mr. Hill practiced law with two private firms before establishing his own practice in 2004. He is recognized as a Mediator having completed the Saskatchewan Justice program on mediation. He has represented a number of First Nations governments and individuals on governance, Treaty rights, economic development and residential school claims. Mr. Hill is a member of the Regina Bar Association, and also served as a sessional lecturer in Aboriginal Studies at the Saskatchewan Indian Federated College.

Mike Bacon

Mike Bacon is a partner in AccessExperts Consultants, a business concentrating on accessibility audits, awareness training and pre-employment training for persons with disabilities. Mr. Bacon, born and raised in Saskatoon, graduated from the University of Saskatchewan with a Bachelor of Arts Honours degree in psychology in 1991. He is active as President of the Saskatoon Special Interest Cooperative, a small business loans association, and as a director of the Canadian Wheelchair Sports Association. Mr. Bacon has been a member of the Canadian Wheelchair Rugby Team and became a silver medal winner at the Paralympics in Athens in September 2004. One of his favourite activities is speaking to Grade 6-12 students about brain and spinal cord injury prevention for Think First Saskatchewan, a foundation dedicated to preventing brain and spinal cord injury through education. Mr. Bacon was appointed to the Commission in October 2003

Viviane Janvier

Viviane Janvier was born and raised in La Loche. Of Métis/Dene heritage, she is fluent in the Chipewyan language. Ms. Janvier studied journalism and social work at the University of Regina and the First Nations University of Canada. She is a certified mediator and facilitator. Ms. Janvier brings her in-depth understanding of the social issues and history of Aboriginal peoples to her work in community development and community justice initiatives. She has served as a Director for the La Loche Friendship Centre, and in 2002 was promoted to a management position with the La Loche Community Development Corporation. Ms. Janvier was elected an alderperson for the Northern Village of La Loche in October 2003. She also serves on numerous boards and committees, including the La Loche Police Management Board and the Dene Koe' Self Help Council. In 2005, Ms. Janvier received the Saskatchewan Centennial Medal for her community contributions. She was appointed to the Commission in October 2003.

Judy White

Judy White is an assistant professor with the Faculty of Social Work at the University of Regina's Saskatoon campus and Counselor with Family Service Saskatoon. Ms. White was born and raised in Trinidad. Having received a Bachelor of Arts from the University of the West Indies, Ms. White went on to receive a scholarship from the Government of France to pursue social work studies at the Institut de Travail Social et de Recherches Sociales in Montrouge, France. She also pursued studies in the administration of health and social organizations at the University of Lille II, France. Ms. White has a Bachelor of Social Work and Masters of Social Work from the University of Regina, and is currently a doctoral candidate with the University of Manitoba. She sits on the board of International Women of Saskatoon and is a member of the Board of Governors of the Prairie Centre of Excellence for Research on Immigration and Integration. She is also involved in collaborative work with other immigrant and refugee serving organizations. In 2005, Ms. White received the Saskatchewan Centennial Medal for her community contributions. She was appointed to the Commission in February 2005.

Appendix A: Community and Educational Outreach Activities

Presentations

Where more than one presentation was delivered to an organization, that number is indicated in parentheses.

Educational institutions & organizations

Aden Bowman Collegiate, Saskatoon

Elton-Elrose School Division, Dinsmore

Gabriel Dumont Institute, Saskatoon (2)

Regina Police College (2)

Saskatchewan Institute of Applied Science and Technology, Saskatoon

Silverspring Elementary School, Saskatoon

University of Regina, Department of Justice Studies

University of Regina, Faculty of Administration

University of Regina, Faculty of Social Work, Saskatoon (3)

University of Saskatchewan, College of Education

Professional, business & labour organizations

Canadian Bar Association (Saskatchewan Division), Saskatoon

Canadian Union of Public Employees, Regina

Council of Canadian Administrative Tribunals, Ottawa

Interprovincial Association on Native Employment, Regina

Regina and District Homebuilders Association

Saskatchewan Association of Health Organizations, Saskatoon

Saskatchewan Construction Safety Association, Saskatoon (2)

Saskatchewan Legal Education Society Inc., Regina and Saskatoon (2)

Western Municipalities Aboriginal Gathering, Saskatoon

Employers & government

Alberta Human Rights and Citizenship Commission, Edmonton

Ground Effects Environmental Systems, Regina

Immigration Branch, Advanced Education and Employment, Regina and Saskatoon (2)

Ombudsman Saskatchewan, Saskatoon

Saskatoon Health Region

University of Saskatchewan, Human Resources Division

Community-based organizations

International Women of Saskatoon

Paul Dojack Youth Centre, Regina

Rainbow Youth Centre, Regina

Regina Open Door Society

Saskatchewan Intercultural Association, Saskatoon (2)

Unitarian Congregation of Regina

Conferences, public consultations & events

Anne Frank in the World 1929-1945 Exhibit Opening, Saskatoon

City of Saskatoon, Living in Harmony Awards Ceremony

Spring Free from Racism Day, Regina

University of Saskatchewan, College of Commerce, Advancing Canadian Entrepreneurs, Saskatoon

University of Saskatchewan, College of Law Career Fair

SHRC-AFCS Partnership

Aboriginal Friendship Centres of Saskatchewan (AFCS) Annual General Meeting, Regina

La Loche Friendship Centre

CASHRA Conference, 2005

Commissioners and staff members of the SHRC delivered 16 presentations at the annual conference of the Canadian Association of Statutory Human Rights Agencies in June 2005. Speakers also included representatives of the following organizations:

A.S.K. Law

Canadian Mental Health Association (Saskatchewan Division)

Canadian Museum for Human Rights

Canadian Race Relations Foundation

Canadian Union of Public Employees, Equality Branch

City of Saskatoon, Cultural Diversity and Race Relations Office

Community Legal Assistance Society, Vancouver

Dalhousie University, School of Public Administration

International Centre for Human Rights and Democratic Development (Rights and Democracy)

MacPherson Leslie and Tyerman

Native Women's Association of Canada

North-South Institute

Office of the Treaty Commissioner for Saskatchewan

Parents, Families and Friends of Lesbians and Gays (PFLAG)

Regina Anti-Poverty Ministry

Saskatchewan Children's Advocate Office

Saskatchewan Human Rights Tribunal

Saskatchewan Provincial Court (Cree Court)

Saskatchewan Teachers' Federation

Saskatoon Anne Frank Committee

Saskatoon Community Youth Art Programming

Semaganis Worme

United Nations Educational, Scientific and Cultural Organization (UNESCO), Division of Human Rights and Struggle Against Racism and Discrimination

Canadian Commission for UNESCO

University of Regina, Faculty of Social Work

University of Saskatchewan, College of Commerce

University of Saskatchewan, College of Education

University of Saskatchewan, College of Law

Woloshyn & Co.

Alberta Human Rights and Citizenship Commission

Canadian Human Rights Commission

Commission des droits de la personne et des droits de la jeunesse du Québec

Manitoba Human Rights Commission

New Brunswick Human Rights Commission

Northwest Territories Human Rights Commission

Nova Scotia Human Rights Commission

Ontario Human Rights Commission

Yukon Human Rights Commission

Community Outreach & Partnerships

In addition to delivering presentations, staff and Commissioners were involved in 22 community outreach and partnership projects and events that included displays, ongoing committee work, consultations and project development. The organizations and government departments with which the Commission worked in 2005-2006 included:

Aboriginal Friendship Centres of Saskatchewan

Aboriginal Government Employees Network

Breastfeeding Committee for Saskatchewan

Canadian Association of Statutory Human Rights Agencies (CASHRA)

Public Education Partners/Partenaires en éducation publique et populaire (PEP/PEPP) Network of CASHRA

Canadian Commission for UNESCO

Calgary Anne Frank Exhibit Committee

City of Saskatoon, Cultural Diversity and Race Relations Office

First Nations and Métis Relations

Immigration Branch, Advanced Education and Employment

Iskwewuk E-wichiwitochik (Missing Aboriginal Women) Committee

Law Society of Saskatchewan

March 21 Planning Committee, Saskatoon

Moose Jaw Race Relations Committee

National Aboriginal Day Committee of Saskatoon

Office of the Treaty Commissioner for Saskatchewan

Ombudsman Saskatchewan

Public Legal Education Association of Saskatchewan

Regina Regional Intersectoral Committee

Saskatchewan Children's Advocate Office

Saskatchewan Culture, Youth and Recreation

Saskatchewan Employment Equity and Diversity Association

Saskatchewan Federation of Labour

Saskatchewan Health

Saskatchewan Justice

Saskatchewan Labour

Saskatchewan Labour, Labour Standards Branch

Saskatchewan Labour, Office of Disability Issues

Saskatchewan Labour, Status of Women Office

Saskatchewan Labour, Work and Family Unit

Saskatchewan Learning

Saskatchewan Public Service Commission

Saskatchewan Visible Minority Employees Association

Saskatoon Anne Frank Committee

Saskatoon Health District

Service Canada

South Saskatchewan Independent Living Centre

Spring Free From Racism Committee, Regina

Stephen Lewis Foundation

University of Saskatchewan, College of Law

Appendix B: Equity Sponsors

Employment	Employees*	Date Approved
City of Prince Albert	302	May 1997
City of Regina	2,293	February 1987
City of Saskatoon	2,399	February 1987
Community (Saskatoon) Health Services Assn	132	June 1996
Crown Investments Corporation	81	March 1995
Government of Saskatchewan	10,477	
Out of Scope		June 1987
Sask. Government Employees Union		November 1988
Canadian Union of Public Employees		July 1989
John Howard Society	25	June 1996
Information Services Corp. of Sask.	534	November 2004
Law Society of Saskatchewan	23	November 1999
Northlands College	147	September 1995
Parkland Regional College	77	March 2002
Prince Albert Co-operative Health Centre	138	October 1991
Regina Police Service	484	March 1992
Regina Public School Division	2,087	March 1994
Regina Women's Community Centre	6	March 1998
Saskatchewan Apprenticeship and Trade Certification Commission	50	March 2006
Saskatchewan Communications Network	26	February 1996
Saskatchewan Crop Insurance Corporation	479	May 1997
Saskatchewan Gaming Corporation	752	January 1999
Saskatchewan Government Insurance	1,613	February 1984
Saskatchewan Human Rights Commission	34	January 1980
Saskatchewan Institute of Applied Science & Technology (SIAST)	1813	March 2001
Saskatchewan Legal Aid Commission	143	March 1994
Saskatchewan Liquor and Gaming Authority	1,010	January 1999
Saskatchewan Opportunities Corporation	74	November 1996
Saskatchewan Property Management Corp.	1,024	February 1995
Saskatchewan Research Council	205	December 1992
Saskatchewan Teachers' Federation	95	January 1991
Saskatchewan Transportation Company	233	August 1994
Saskatchewan Water Corporation	75	August 1994
Saskatchewan Watershed Authority	179	August 1994
Saskatchewan Workers' Compensation Board	458	February 2006
Saskatoon Police Service	386	October 2002
SaskEnergy	993	March 1994
SaskPower	2,736	August 1995
SaskTel	4,315	October 1992
The Co-operators	563	August 1995
University of Regina	1,187	October 1997
University of Saskatchewan	3,862	September 1992
Weyerhaeuser Saskatchewan	1,658	March 1999

*These figures were current at the end of 2002-2003, the last year in which the SHRC collected equity statistics.

Kindergarten to Grade 12 School Divisions

As noted in the "Equity within Workplaces and Learning Institutions" section of this report, the Commission's equity services were interrupted in 2004. As a result, the Commission has not asked sponsors for progress reports since 2003. At the end of March 2003, 17 school divisions with close to 80,000 students had approved **education equity plans.** In addition, Regina Public School Division – with more than 21,500 students – had an approved employment equity plan allowing outreach recruitment of Aboriginal staff. This brought the total number of students benefiting from either education or employment equity plans to over 100,000 students, roughly 57 percent of the approximately 175,000 students in the provincial K to 12 system.

During its break in equity services, the Commission extended approval of existing plans in order to support the ongoing initiatives of equity sponsors. Over the past few years, however, the K to 12 system has undergone its own process of transformation. The amalgamation of school divisions has led to many of the Commission's former K to 12 sponsors becoming part of larger organizations. The revitalization of equity programs will therefore require the Commission to establish new working relationships with Saskatchewan school divisions.

Post-Secondary Educational Institutions	Date Approved
College of Arts and Science, University of Saskatchewan	February 1988
College of Dentistry, University of Saskatchewan	April 1995
College of Medicine, University of Saskatchewan	January 1993
College of Nursing, University of Saskatchewan	January 1991
College of Pharmacy and Nutrition, University of Saskatchewan	August 1994
Gabriel Dumont Institute (GDI) and Saskatchewan Urban Teacher Education Program (SUNTEP)	August 1980
Northern Teacher Education Program (NORTEP) and Northern Professional Access Program (NORPAC)	September 1981
Saskatchewan Institute of Applied Science and Technology (SIAST)	May 1990
School of Physical Therapy, University of Saskatchewan	September 1996
Western College of Veterinary Medicine	September 1997

Tables

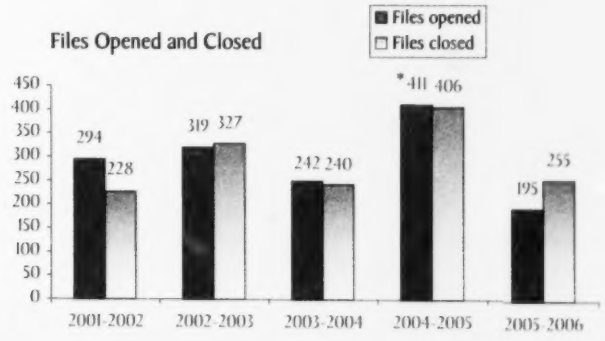
Summary of Complaints Received April 1, 2005 to March 31, 2006 by Ground and Category
Total number of complaint files: 195

Category	Aborig. Ancest.	Marital Status	Phys. Disab.	Sexual Harass.	Sex/ Other	Sexual Orient.	N/A	Total Grounds
Bill of Rights	0	0	0	0	0	0	1	1
Education	1	0	1	0	0	1	0	4
Employment	16	3	75	18	10	3	2	187
Housing	0	0	1	0	0	0	0	5
Occupations	0	0	1	0	0	0	0	2
Public Services	12	1	21	0	0	1	1	45
Publications	0	0	0	0	0	1	0	3
Contracts	0	0	0	0	0	0	0	2
Trade Unions	0	0	0	0	0	0	0	1
Prof./Trade Assoc.	0	0	0	0	0	0	1	1
Total Grounds	29	4	99	18	10	6	5	251
% of Grounds Cited	11.6%	1.6%	39.4%	7.2%	4.0%	2.4%	2.0%	
% of Total Complaints	14.9%	2.1%	50.8%	9.2%	5.1%	3.1%	2.6%	

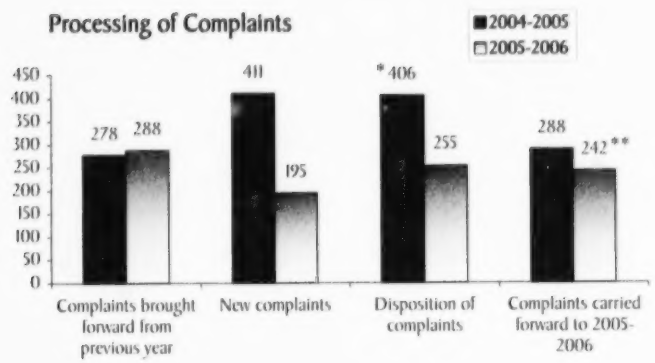
Note: Some complaints allege several kinds of discrimintation. For this reason, the total number of grounds cited (251) exceeds the total number of complaints (195).

1. Other Ancestry includes colour, nationality, place of origin, race or preceived race.

2. Religion includes creed.

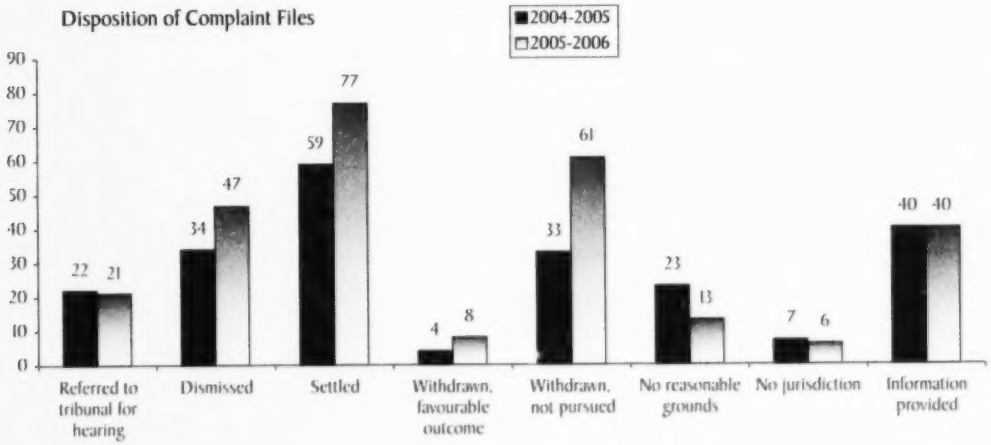


* Figures for 2004-2005 include 209 pay equity complaints



* Figures for 2004-2005 include 209 pay equity complaints

** 14 files were re-opened in 2005-2006 which increased the number of files carried forward to 242



Financial Expeditures

In 2005-2006, the Commission operated with a budget of $1.494 million and a staff of 20.3 full-time equivalents (FTEs).

	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006
FTEs	20.3	17.8	17.8	17.8	20.3
Salaries, benefits and honoraria	$1,079,000	$1,046,000	$1,093,000	$1,112,000	$1,300,000
Operating expenses	$147,000	$147,000	$157,000	$194,000*	$194,000*
Total	**$1,226,000**	**$1,193,000**	**$1,250,000**	**$1,306,000**	**$1,494,000**

*includes $37,000 for the CASHRA conference

Commission Staff

The daily work of the Commission is carried out by its professional human rights staff. In 2005-2006, the Commission had the equivalent of 20.3 full-time employees, including individuals who worked on a full-time, part-time, casual or temporary basis.

Saskatoon

Laurie Adrian Rude - Investigator
Jan Cadman - Legal Secretary
Linda Charlton - Education & Equity Advisor
Dianne Derkson - Secretary
Kim Doering - Secretary
Norma Farkvam - Staff Lawyer, Investigator/Facilitator
Lois Henderson - Budget Coordinator
Jennifer Kyplain - Summer Student
Tim Korol - Investigator/Facilitator
Marci Landstrom - Investigator/Facilitator
Genevieve Leslie - Supervisor of Public & Special Programs
Bev MacSorley - Investigations Secretary*
Gerry Parenteau - Investigator/Facilitator
Bill Rafoss - Supervisor of Mediations & Investigations
Fiji Robinson - Communications Coordinator
Brenda Rorke - Human Resources Coordinator
Karen Ross - Secretary to the Commission
Karen Topolinski - Investigator/Facilitator
Kathy Upton - Intake Consultant
Milton Woodard - Senior Staff Lawyer

Regina

John Abraham - Investigator/Facilitator
Heidi Chan - Secretary
Laurena Daniels - Intake Consultant
Lisa Donovan - Administrative Secretary
Loretta Gerlach - Investigator/Facilitator
Jan Temple Jones - Intake Consultant
Rebecca McLellan - Manager of Operations
Robin McMillan - Investigator/Facilitator
Heather Monus - Education & Equity Advisor
Reggie Newkirk - Investigator/Facilitator
Julie Powell - Investigator/Facilitator
Mirjana Topalovic - Secretary
Pearl Ulmer - Secretary

* currently on leave

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